## ENGLISH TRANSLATION

**Xinjiang rural labor force began to transfer to the mainland**

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Xinjiang began to transfer rural labor force and export labor services on a large scale around 2002. After several years of development, at present, the labor market-oriented operation mechanism with intermediary organizations as the main body and government services as the guide has begun to take shape

. Morning on May 29 More than 200 18- and 19-year-old Uyghur girls from Jiashi County crowded the aisle on the fourth floor of the Bayi Guest House next to the Urumqi Railway Station.

Although it was a conscious, low-pitched whisper, the ensemble of hundreds of people formed waves of huge, joyous, festival-like enthusiasm.

Most of these happy girls are leaving their hometown for the first time and getting on the train for the first time. At 2 noon, they also leave Xinjiang for the first time to work in the Shanlan garment factory in Tianjin.

This large-scale labor export organized by the county government is the second time this year in Jiashi County. In March this year, 200 urban and rural youths who have completed 9 years of compulsory education went to Zhejiang Huashun Toy Factory to become workers.

Different from previous years, many farmers have changed their minds about going out to work. Abulikmu Aili, deputy director of Jiashi's labor transfer office, told reporters that before going to Tianjin to work, the

county governmentMany people signed up for the training.

Tuxunguli, 19-year-old who just finished the training course, also said that going to work in the Mainland was something that I never thought about before, but now my parents are very supportive of me coming out. In addition to the piece rate bonus, it was also because the two older brothers were also working outside.

Aman Guli, director of the Jiashi County People's Congress Deputies Work Committee, told reporters that by the end of the "Eleventh Five-Year Plan", the county party committee has set a goal of reaching a per capita income of 6,000 yuan. Last year, the per capita income of Jiashi County was only 1,700 yuan. Impossible to complete the goal. Therefore, the county has regarded labor export as the pillar industry of the county, and must make continuous efforts to make the income from working as the main source of farmers' income.

Like Jiashi County, the autonomous region and all parts of Xinjiang now regard the transfer of rural labor force asbuilding a new countrysideand increasing farmers' income. The reporter learned from the office of the leading group for the transfer of rural labor force in the autonomous region that last year, Xinjiang achieved 1.15 million person-times of labor transfer from rural labor force, an increase of 150,000 person-times compared with the previous year. The labor income was 1.708 billion yuan, an increase of 362 million yuan over the previous year, and the per capita labor income of farmers in the region was 180 yuan, an increase of more than 40 yuan over the previous year.

According to Wang Lanming, deputy director of the Policy Research Office of the Autonomous Region's Agricultural Office, at present, Xinjiang's rural labor transfer work is characterized by the opening of labor resource information channels, the gradual expansion of rural labor transfer fields, and the diversification of employment forms. In particular, the labor market-oriented operation mechanism with intermediary organizations as the main body and government services as the guide has begun to take shape. The transfer organization forms are diversified, and the transfer of rural labor force is gradually developing towards marketization.

For example, the number of migrant workers from intermediary organizations and brokerage organizations in Yili Prefecture accounted for 55% of the total number of government organizations this year. In accordance with the principle of "government guidance, rural specific organizations, capable people and large households, and the masses' active participation", all localities rely on labor intermediaries, associations, and farmers' brokers to match and bridge various forms of labor output. Yili Prefecture has adopted measures such as giving financial rewards and commendations to brokers to cultivate the labor market. A broker brings out a migrant worker, and the government rewards 5 yuan to 10 yuan.

According to reports, Hutubi County, Changji Hui Autonomous Prefecture has established 35 brokerage associations with more than 500 employees and more than 300 brokers in the circulation industry. Fukang City gave full play to the role of farmers' brokers, and organized 127 surplus rural laborers to work in companies such as Boda Coking, Maiquer, and Xinjiang Hongfu Hotel. Jimsar County has set up "workers' associations" in 6 townships. Qitai County has registered 70 brokers in the industrial and commercial sector. In Changji Prefecture, 26 labor employment agencies and intermediary service organizations and 120 community labor security stations have provided rural labor transfer employment services. Hankazitan Township and Tougong Township of Manas County have established labor intermediary offices; Erliugong Town, Changji City invested more than 500,000 yuan to set up a labor dispatch company; Miquan City registered two labor dispatch companies, Xiaocheng and Chengde . Jimsar County Xingye Labor Dispatching Company organized nearly 600 migrant workers in the county to work seasonally, with more than 5,000 short-term seasonal workers, and the labor income generated 318,000 yuan. Nie Jianxin, a villager from the second village of Gucheng Township, Qitai County, registered the "Gucheng Township Labor Service Company". Now the company has 240 employees and is engaged in construction, agriculture, afforestation, and fence projects all year round.

Wang Lanming said that Xinjiang carried out large-scale rural labor transfer in 2002. Although some achievements have been made in the past few years, it should be said that it is still in its infancy. As a large agricultural region, the per capita income of farmers in Xinjiang last year was

2,475 yuan, hovering at the 25th place in the country. The gap is that the proportion of farmers' income from part-time jobs in their total income is too low, only less than 10%, compared with the national average. It is 30%, and the coastal provinces have reached more than 70%.

To explore the reasons, Wang Lanming believes that because the rural labor transfer work in the region is just in its infancy, it is still at a relatively low level, and it is mainly a transfer within the primary industry. At least one third of the rural labor force in the region is underemployed. In 2004, the per capita labor income of farmers in the region only accounted for 6.3% of the per capita net income of farmers, far below the national average. Among the rural labor force in Xinjiang, 7.2% are illiterate, 42.8% are at primary school level, 40.8% are at junior high school level, 6.6% are at high school level, and 2.5% are at technical secondary school or above. . Among the migrant workers who go out, less than 20% have received professional skills training.

According to reports from construction, transportation, water conservancy and other departments, due to language barriers and lack of job skills training, migrant workers in Xinjiang do not have basic labor skills, and their labor proficiency does not meet the basic conditions for enterprise employment. The choice of employment opportunities is very limited, and it is difficult to transfer to urban and non-agricultural industries. The reality of rural labor transfer in Xinjiang is that "a lot of people need to be transferred out, but not many can be transferred out".

Wang Lanming said that in the future, local governments should also actively guide and increase pre-job training. In addition, they should cultivate the development of the labor market, so that the transfer of rural labor force will change from physical fitness to skills and from quantity to efficiency as soon as possible. (6F1)

(Editor in charge: Wang Yan)

## ORIGINAL ARTICLE

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新疆农村劳动力开始向内地转移

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新疆开始大规模进行农村劳动力转移和劳务输出始于2002年前后，经过几年发展，目前，以中介组织为主体、以政府服务为引导的劳务市场化运作机制已初见雏形

5月29日上午，两百多个来自伽师县的十八九岁的维吾尔姑娘，把乌鲁木齐市火车站旁八一招待所四楼的过道挤得满满当当。

虽然是自觉的、压低嗓门的低语，但上百人的合奏还是形成了一阵阵巨大的、欢乐的、节日般热烈的声浪。

这些快乐的姑娘们绝大多数是第一次离开家乡，又第一次坐上了火车，中午2时，她们还要第一次离开新疆，去天津的山岚制衣厂做工。

像这样由县政府组织的大规模的劳务输出，今年在伽师县已经是第二次了。今年3月份，已有200名完成了9年义务教育的城乡青年赴浙江华顺玩具厂当上了工人。

和前几年不同，对于外出打工，很多农民如今都转变了观念。伽师劳动力转移办公室副主任阿不力克木·艾力告诉记者，去天津务工前，县政

府要出资进行一个月的汉语强化培训和技能培训，虽然制衣厂只招210个人，但共有500多人报名参加了培训。

刚上完培训班、今年只有19岁的吐逊古丽也说，去内地打工，以前想都不敢想，但现在爸爸妈妈也很支持我出来，除了每个月有400块钱的底薪和计件奖金这个原因外，还因为两个哥哥也在外打工。

伽师县人大代表人事工委主任阿曼古丽告诉记者，到“十一五”末，县委确立了人均收入将达到6000元的目标，而去年伽师县的人均收入只有1700多元，靠种地不可能完成目标。因此，县里已经把劳务输出作为县里的支柱产业，要不断努力使打工收入成为农民收入的主要来源。

和伽师县一样，自治区及全疆各地如今都把农村劳动力转移作为新农村建设、增加农民收入的一个突破口。记者从自治区农村劳动力转移领导小组办公室了解到，去年，新疆实现转移农村劳动力劳务输出115万人次，较上年增15万人次。劳务创收17．08亿元，较上年增3．62亿元，实现全区农民人均劳务收入180元，比上年增加40元以上。

据自治区农办政策调研处副处长王兰明介绍，目前，新疆农村劳动力转移工作呈现出劳动力资源信息渠道开通；农村劳动力转移领域逐步扩大，就业形式多样化等特点。特别是全疆以中介组织为主体、以政府服务为引导的劳务市场化运作机制已初见雏形。转移组织形式呈现多元化，农村劳动力转移逐步向市场化方向发展。

比如伊犁州中介组织、经纪人组织的外出务工人数占今年政府组织总人数的55%。各地按照“政府引导、乡村具体组织、能人大户带动、群众积极参与”原则，依托劳务中介机构、协会和农民经纪人牵线搭桥等多种形式输出劳动力。伊犁州采取对经纪人给予资金奖励、表彰等办法，培育劳务市场。一名经纪人带出一个务工人员，政府奖励5元、10元不等。

据介绍，昌吉回族自治州呼图壁县成立各种经纪人协会组织35个，从业人员500多人，从事流通行业的经纪人达300多人。阜康市充分发挥农民经纪人作用，有组织的将127名农村富余劳动力到博大焦化、麦趣尔、新疆鸿福大酒店等企业就业。吉木萨尔县在6个乡镇成立了“务工协会”。奇台县在工商部门注册的经纪人已达70人。昌吉州已有26个劳动就业机构和中介服务组织以及120个社区劳动保障站开展了农村劳动力转移就业服务。玛纳斯县旱卡子滩乡、头工乡筹建了劳务中介所；昌吉市二六工镇投资50多万元成立了劳务派遣公司；米泉市注册成立了笑诚、成德两家劳务派遣公司。吉木萨尔县兴业劳务派遣公司组织本县近600名农民工季节性务工，短期季节性务工达5000余人次，劳务创收31．8万元。奇台县古城乡二村村民聂建新注册了“古城乡劳务服务公司”，现该公司员工240人，常年从事建筑、农业、植树造林、围栏工程等。

王兰明说，新疆大规模进行农村劳动力转移是在2002年，这几年虽然取得了一些成绩，但应该说还处在初级阶段。新疆作为农业大区，去年农民的人均收入2475元，徘徊在全国第25位，其中的差距就在于农民靠打工的收入占总收入的比重太低，只有不到10%，而全国的平均水平是30%，沿海省区更是达到了70%以上。

探究其中的原因，王兰明认为，由于全区的农村劳动力转移工作刚处于起步阶段，还处于较低的水平，还主要是在一产内部的转移。全区至少有三分之一的农村劳动力就业不充分。2004年全区农民人均劳务创收仅占当年农民人均纯创收的6．3%，远远低于全国的平均水平。新疆农村劳动力中，文盲占7．2%，小学程度的占42．8%，初中程度的占40．8%，高中程度只占6．6%，中专及以上程度的占2．5%。在外出的农民工中，受过专业技能培训的不到20%。

据建设、交通、水利等部门反映，新疆农民工由于语言障碍、缺少岗位技能培训，不具备基本的劳动技能，劳动熟练程度达不到企业用人的基本条件，以体力型就业为主，所

能选择的就业机会十分有限，向城镇和非农产业转移困难较大。新疆农村劳动力转移面临的现实情况是“要转出的很多、能转出的不多”。

王兰明说，今后，各地政府还应积极引导，加大上岗前的培训力度，此外还应培育劳务市场的发育，使农村劳动力转移尽快从体能向技能、从数量向效益转变。（6F1）

(责任编辑：王燕)